rec Dec 26, 79 ak S 0320-3

LABOR MARKET INFORMATION for 1980 AFFIRMATIVE ACTION PROGRAMS

ALASKA DEPARTMENT of LABOR
Jay S. Hammond, Governor

STATEWIDE

EST COPY AVAILABLE

The data in this report meet the minimum requirements of OFCC Revised Order No.4, Subpart B, Paragraph 60-2.11; Section (a), (1), (i) - (v) and (2), (i) - (v)

LABOR MARKET INFORMATION
FOR 1980
AFFIRMATIVE ACTION PROGRAMS

STATEWIDE

Jay S. Hammond, Governor
State of Alaska

Edmund N. Orbeck, Commissioner
Department of Labor

John E. Post, Chief
Research and Analysis

OCTOBER 1979

LABOR MARKET INFORMATION FOR AFFIRMATIVE ACTION PROGRAMS

Area Coverage

State of Alaska.

Statistical Data and Their Significance

These tables are designed to provide labor market information for the State of Alaska to assist employers in evaluating the utilization of women and minorities in their work forces, and in establishing goals to improve such utilization.

Table 1: Population of Sex and Minority Status – 1970.

This table shows that the minority group designated collectively as "Alaska Native", consisting of Eskimos, American Indians, and Aleuts, constitute the dominant minority in Alaska. At the time of the Census, uniformed military constituted slightly more than ten percent (31,439) of the total population. Of this number, 2,635 were Black, 1,141 were Spanish-speaking, and 585 were races other than black or white.

Table 2: Employment Status by Sex and Minority Status – 1978.

The percentage distribution shows that for both men and women, the Alaska Natives experience unemployment at about double the rate for the population as a whole. While women, as a group, enjoy a lower unemployment rate than the total population, it is likely that many women are underemployed.

Table 3: Occupations of Employed Persons by Sex and Minority Status, 1970 and 1978.

The percentage distribution is related to the 1970 Census count and the 1978 estimate of all employed persons. Until the next census, occupational distribution changes are unavailable. The data reveal that minority groups are underrepresented in white-collar and skilled craftsmen categories, and overrepresented in non-durable manufacturing operative and service jobs. More than seventy-five percent of white women are employed in professional, technical, managerial, sales, and clerical occupations while less than fifty percent of minority women are so employed.

Table 4: Last Occupation of the Experienced Unemployed by Sex and Minority Status.

The data shown are taken from the 1970 Census of Population. Occupational characteristics of current job applicants who have applied for work at Job Service Centers of the Alaska State Department of Labor are shown in Table 5. The job applicant data in Table 5 cannot be directly compared with the Census data in Table 4.

Table 5: Occupation of Job Applicants at Job Service Centers by Sex and Minority Status for the Month of June 1979.

This is a listing of all the occupations of the applicants at Job Service Centers as of June 30, 1979. Since most applicants have more than one occupation, this table is inflated over the number of people actually available, but it should be accurate as to the number of people available within any one occupation. These applicants are not necessarily unemployed, but are interested in receiving employment service.

Labor Market Resources

Goals for the utilization of minorities and women should take into consideration all labor market resources, which include the employed, the unemployed, and persons of working age not in the labor force. It is estimated that on a nationwide basis, as many as 60 percent of all the job vacancies are filled by employed workers moving from one job to another. In considering the employed as a resource for achieving affirmative action program goals, an analysis of a company's own employees – its internal labor market – can assume great significance. For many employers, their own personnel can contribute most importantly toward correcting underutilization of minorities and women in specific job categories, if traditional assignment, transfer, and promotion barriers are discarded and equal training opportunities are made available.

Additionally, those not in the labor force, particularly women, also offer considerable potential for improving their utilization in many job classifications. Women's entrance and reentrance into the labor market in response to the availability, at meaningful pay scales, of all kinds of jobs– nontraditional as well as traditional – can be dramatic, as the experience during World War II so conclusively demonstrated.

In considering all available labor market resources for establishing and achieving AAP goals, employers should recognize the fact that job vacancies customarily are filled not only by workers with precisely-required skills but also, and far more frequently, by persons with related skills, or lesser skills, or with no pertinent skills at all who learn as they work, with or without formal on-the-job training.

Services to Employers

The Job Service Office provides a variety of services to assist employers in filling job openings with qualified workers. Not only are employers offered the largest labor supply in the state, but the Job Service staff screen and select for referral only those workers who meet the employer's needs. Testing and counseling to identify applicants best suited to do the job is also available through Job Service. In addition, employers can obtain labor market information, help in preparing job descriptions, and assistance in developing acceptable job and job training opportunities.

State of Alaska

Table 1. Population by Sex and Minority Status

1970

Minority Status	Number		Percent Distribution		Labor Force Participation Rate	
	Total	Female	Total	Female	Total	Female
1. Total.....	300382	137124	100.0	100.0	51.4	45.3
2. White.....	236767	106917	78.8	78.0	54.3	48.0
3. Black.....	8911	3603	3.0	2.6	36.4	55.3
4. American Indian....	16276	8009	5.4	5.8	NA	NA
5. Eskimo.....	27797	13677	9.2	10.0	NA	NA
6. Aleut.....	6581	3150	2.2	2.3	NA	NA
7. Oriental.....	2642	1127	0.9	0.8	NA	NA
8. Other Races.....	1408	641	0.5	0.5	39.0 1/	31.0 1/
9. Spanish-speaking...	6279	2830	2.1	2.1	44.2	48.2
10. Minority Group*....	69894	33037	23.3	24.1	39.1	35.4

1/ Includes American Indians, Eskimo, and Aleut

Notes: NA = Not Available

*Sum of Spanish-speaking and all races except white. Some duplication possible since Spanish-speaking may include non-white races as well as white.

Source: Census of Population, 1970

State of Alaska
Table 2. Employment by Sex and Minority Group Status
1978

	Labor Force	Employ-ment	Unemploy-ment	% Distribution Labor Force	% Distribution Employ-ment	% Distribution Unemploy-ment	Unempl-ment Rate
Both Sexes							
Total	180000	160000	20000	100.0	100.0	100.0	11.1
1. White	155520	140660	14860	86.4	87.9	74.3	9.6
2. Black	3960	3520	440	2.2	2.2	2.2	11.1
3. Other Races	20520	15820	4700	11.4	9.9	23.5	22.9
4. Spanish-Speaking	2993	2723	260	1.7	1.7	1.3	8.7
5. Minority Group*	27360	21967	5393	15.2	13.7	27.0	19.7
Women							
Total	69480	63120	6360	100.0	100.0	100.0	9.2
% Both Sexes	38.6	39.5	31.8				
1. White	59373	54595	4778	85.5	86.5	75.1	8.0
2. Black	2108	1881	227	3.0	3.0	3.6	10.8
3. Other Races	7999	6644	1355	11.5	10.5	21.3	16.9
4. Spanish-Speaking	1383	1262	121	2.0	2.0	1.9	8.7
5. Minority Group*	11490	9787	1703	16.5	15.6	26.8	14.8

*Sum of Spanish-speaking and all races except white. Some duplication possible since Spanish-speaking may include nonwhite races in addition to white.

Source: Research and Analysis Section, Alaska Department of Labor.

Table 3. Occupations of Employed Persons by Sex and Minority Status, 1970 and 1978.

	Both Sexes						Female					
	Total	White	Black	Other Races	Spanish-Speaking	Minority Group*	Total	White	Black	Other Races	Spanish-Speaking	Minority Group*
All Occupations - Number 1978	160000	140269	3512	16219	2781	22512	62974	54329	1896	6751	1295	9962
Number 1970	89236	78231	1959	9046	1551	12556	35122	30300	1057	3765	722	5544
Percent 1970	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., technical & related...	19.5	20.8	14.9	9.0	16.2	10.8	19.9	21.4	16.8	8.8	15.6	11.2
Engineers.....	1.6	1.8	0.2	0.3	1.3	0.4	NA	NA	NA	NA	NA	NA
Medical & health workers...	2.0	2.1	3.0	0.9	3.1	1.5	3.6	3.8	4.2	1.8	5.8	2.8
Teachers, elem. & sec. sch.	4.9	5.3	4.7	2.1	3.3	2.6	8.5	9.2	8.2	3.1	5.4	4.4
Other professionals.....	11.0	11.7	7.0	5.7	8.4	6.3	7.7	8.4	4.3	3.9	4.4	4.1
Managers & administrators, Nonfarm.....	11.5	12.3	3.1	6.7	7.1	6.2	5.8	6.0	2.7	5.2	4.7	4.7
Sales.....	5.5	5.9	3.6	2.8	6.6	3.4	7.4	7.8	4.8	4.4	8.2	5.0
Retail stores.....	3.6	3.8	2.5	2.5	3.8	2.7	5.9	6.3	3.5	3.9	5.0	4.0
Other sales workers.....	1.9	2.0	1.1	0.3	2.7	0.7	1.4	1.6	1.3	0.5	3.2	1.0
Clerical.....	18.7	19.1	19.4	5.0	21.6	16.5	38.4	40.2	28.3	26.2	36.8	20.0
Sec., stenos., & typists...	5.6	5.8	5.4	3.9	7.6	4.6	13.9	14.6	10.0	9.1	16.3	10.2
Other clerical workers.....	13.1	13.3	14.0	11.0	14.0	11.9	24.4	25.6	18.2	17.1	20.4	17.8
Craftsmen, foreman & related..	15.0	15.5	12.0	11.4	14.0	11.8	1.2	1.3	0.0	0.9	0.0	0.6
Construction craftsmen.....	4.7	4.7	4.1	4.2	2.9	4.1	NA	NA	NA	NA	NA	NA
Mechanics & repairmen.....	4.1	4.2	2.5	2.6	5.5	3.0	NA	NA	NA	NA	NA	NA
Machinists & other metal craftsmen.....	0.5	0.5	0.0	0.3	0.5	0.3	NA	NA	NA	NA	NA	NA
Other craftsmen.....	5.8	6.0	5.5	4.2	5.1	4.5	NA	NA	NA	NA	NA	NA
Operatives except transport..	6.2	5.5	7.9	11.6	4.0	10.1	4.2	3.2	8.5	11.3	2.6	9.7
Durable goods mfg.....	0.4	0.4	0.0	0.6	0.0	0.4	0.1	0.1	0.0	0.0	0.0	0.0
Nondurable mfg.....	1.5	1.1	2.4	4.9	2.3	4.2	1.5	1.0	3.1	5.2	2.5	4.5
Nonmanufacturing.....	4.2	4.0	5.5	6.1	1.7	5.5	2.6	2.0	5.4	6.1	0.0	3.2
Transport equip. operatives..	3.1	3.1	1.8	3.0	2.0	2.8	0.7	0.7	0.0	0.4	1.1	0.4
Laborers, nonfarm.....	5.6	5.1	5.6	10.6	3.7	8.9	1.1	1.0	0.4	2.1	0.0	1.3
Service exc. priv. households.	13.3	11.4	28.1	26.1	21.2	25.8	18.2	15.9	32.1	32.4	25.1	31.5
Cleaning & food service....	7.8	6.6	17.2	15.9	11.7	15.6	10.8	9.6	19.5	17.6	12.6	17.3
Protective service.....	1.4	1.4	1.6	1.6	1.3	1.5	0.2	0.2	0.0	0.4	0.0	0.3
Personal, health & other services.....	4.0	3.3	9.1	8.7	8.2	8.7	7.2	5.0	12.7	14.5	12.5	13.8
Private household workers....	1.1	0.9	3.1	2.9	2.7	2.9	2.8	2.2	5.8	7.1	5.8	6.6
Farm workers.....	0.4	0.3	0.9	0.7	0.0	0.7	0.3	0.2	0.5	1.0	0.0	0.8

Notes: NA = Not Available
* Sum of Spanish-speaking and all races except white. Some duplication possible since Spanish-speaking may include non-white as well as white.

Source: Census of Population, 1970 and Research and Analysis Section, Alaska Department of Labor

The percentages in this table for Total, White, Black, Other Races, and Spanish-Speaking relate to the vertical totals of each column. Minority Group columns contain percentages related to each occupation's employment total (horizontal distribution). For further horizontal detail see Table 3a.

BEST COPY AVAILABLE

State of Alaska

Table 3a. Occupation of Employed Persons by Sex & Minority Status, 1970
(Horizontal Distribution)

	Both Sexes					Females Percentage of Total Employed				
	Total	White	Black	Other Races	Spanish-Speaking	Total	White	Black	Other Races	Spanish-Speaking
Total, All Occupations, Number	100.0	87.7	2.2	10.1	1.7	39.4	34.0	1.2	4.2	0.8
Professional, Technical and Related	100.0	93.6	1.7	4.7	1.5	46.2	37.1	1.0	1.9	0.7
Engineers**	100.0	98.0	0.3	1.7	1.5	**				
Medical and Health Workers	100.0	92.1	3.3	4.6	2.7	71.2	64.9	2.5	3.7	2.3
Teachers, Elementary & Secondary Schools	100.0	93.6	2.1	4.3	1.2	67.9	63.2	2.0	2.7	0.9
Other Professional Workers	100.0	93.3	1.4	5.3	1.3	27.9	25.9	0.5	1.5	0.3
Nonfarm Managers and Administrators	100.0	93.5	0.6	5.9	1.1	19.9	17.8	0.3	1.9	0.3
Sales Workers	100.0	93.4	1.4	5.2	2.1	52.7	48.3	1.0	3.4	1.2
Retail Stores	100.0	91.5	1.5	7.0	1.8	64.2	58.5	1.1	4.5	1.1
Other Sales Workers	100.0	97.0	1.3	1.7	2.6	30.5	28.5	0.8	1.1	1.4
Clerical Workers	100.0	89.6	2.3	8.1	3.0	80.6	72.9	1.8	5.9	1.6
Secretaries, Stenographers and Typists	100.0	90.8	2.1	7.1	2.4	97.4	88.4	2.1	6.8	2.4
Other Clerical Workers	100.0	89.1	2.3	8.6	1.9	73.5	66.1	1.6	5.5	1.3
Craftsmen, Foremen and Related	100.0	90.5	1.8	7.7	1.6	3.2	2.9	0.0	0.3	0.0
Construction Craftsmen**	100.0	89.0	1.9	9.1	1.1	**				
Mechanics and Repairmen**	100.0	92.1	1.3	6.6	2.3	**				
Machinist and Other Metal Craftsmen**	100.0	93.4	0.0	6.6	1.9	**				
Other Craftsmen**	100.0	90.6	2.0	7.4	1.5	**				
Operatives, Except Transport	100.0	78.1	2.8	19.1	1.1	26.9	17.5	1.6	7.8	0.3
Durable Goods Manufacturing	100.0	84.5	0.0	15.5	0.0	8.3	8.3	0.0	0.0	0.0
Nondurable Goods Manufacturing	100.0	64.5	3.4	32.1	2.6	39.8	23.0	2.4	14.4	1.4
Nonmanufacturing	100.0	82.5	2.8	14.7	0.7	23.8	16.3	1.5	6.1	0.0
Transport Equipment Operatives	100.0	88.7	1.1	10.3	1.6	8.9	8.4	0.0	0.5	0.3
Nonfarm Laborers	100.0	78.8	2.2	19.0	1.1	7.6	5.9	0.1	1.6	0.0
Service Workers exc. Private Household	100.0	75.5	4.6	19.9	2.8	53.8	40.7	2.9	10.3	1.5
Cleaning and Food Service Workers	100.0	74.7	4.8	20.5	2.6	54.2	41.8	2.9	9.5	1.3
Protective Service Workers	100.0	86.4	2.5	11.1	1.6	6.5	5.3	0.0	1.2	0.0
Personal, Health & Other Svc. Workers	100.0	74.1	4.3	21.6	3.7	76.0	55.8	3.4	16.8	3.0
Private Household Workers	100.0	58.0	8.0	26.0	4.1	97.6	65.6	6.0	26.0	4.1
Farm Workers 1/	100.0	74.6	5.4	20.0	0.0	28.7	15.8	1.5	11.3	0.0

** Not Available for Women.
1/ Farmers, Farm Managers, Farm Laborers and Foremen.

NOTE: It was brought to our attention that the information in Table 3 would be more useful in the form of a horizontal distribution as presented in this table. If there are any further improvements that can be made to the contents of this publication in terms of data arrangement, please contact the Research & Analysis Section of the Alaska Department of Labor.

BEST COPY AVAILABLE

State of Alaska

Table 4. Last Occupation of the Experienced Unemployed by Sex and Minority Status

Major Occupational Group	Both Sexes							Female						
						Minority Group*								Minority Group*
	Total	White	Black	Other Races	Spanish-Speaking	Total	Percent of all Races	Total	Total Female as a Percent of total both Sexes	White	Black	Other Races	Spanish-Speaking	Total	Percent of Both Sexes
Total	8639	6433	167	2039	116	2322	26.9	2643	30.6	2004	88	551	49	688	8.0
Percent of Total	100.0	100.0	100.0	100.0	100.0	100.0	--	100.0	--	100.0	100.0	100.0	100.0	100.0	--
Prof., technical, & related	10.1	11.2	15.0	6.0	19.0	7.3	19.4	11.9	13.4	21.6	4.9	32.6	9.0	19.7	7.1
Sales	2.8	3.7	0.0	0.3	0.0	0.2	2.5	7.1	76.6	9.0	0.0	1.1	0.0	0.9	2.5
Clerical	9.4	10.2	13.2	6.8	17.2	7.8	22.2	25.3	82.1	27.7	19.3	17.8	40.8	19.6	16.5
Craftsmen, foremen & related	24.0	27.7	29.3	12.1	26.7	14.0	15.7	2.5	3.2	3.3	0.0	0.2	0.0	0.1	—
Operatives	17.5	16.5	6.6	21.9	6.0	20.0	30.6	16.0	28.0	10.9	12.5	33.2	14.3	30.8	14.0
Nonfarm laborers	13.7	12.5	9.6	26.6	20.7	25.1	42.8	2.6	5.0	1.9	10.2	3.8	0.0	4.4	2.2
Service, exc. priv. households	17.6	13.8	20.3	23.1	10.3	22.3	33.9	27.8	48.2	28.2	25.0	26.9	12.2	25.6	11.5
Service, private households	1.2	0.8	6.0	2.5	0.9	2.7	55.9	4.2	100.0	2.4	11.4	9.4	0.0	9.0	55.9
Farm workers	0.6	0.7	0.0	0.3	0.0	0.2	12.0	0.3	18.0	0.4	0.0	0.0	0.0	0.0	0.0
Last worked 1959 or earlier 1/	0.8	1.0	0.0	0.4	0.0	0.4	12.5	2.1	79.2	2.6	0.0	0.7	0.0	0.6	5.6

*Sum of Spanish-speaking and all races except white. Some duplication possible since Spanish-speaking may include non-white races as well as white.

Sum of detail may not add to totals because of rounding.

1/ Occupation not available

Source: Census of Population, 1970

BEST COPY AVAILABLE

State of Alaska

Table 5. Occupation of Job Applicants at Job Service Centers, by Sex & Minority Status for the Month of June, 1979.

Major Occupational Group	Total	Women		Minority Group	
		Number	% of Total	Number	% of Total
Experienced					
Total	20301	9404	46.3	4266	21.0
Professional, technical & managerial	2681	1207	45.0	330	12.3
Clerical & sales	4676	3831	81.9	936	20.0
Service	3062	1846	60.3	828	27.0
Farming, fishery, forestry & related	398	88	22.1	126	31.7
Processing	285	110	38.6	128	44.9
Machine trades	719	22	3.1	130	18.0
Bench work	142	57	40.1	34	23.9
Structural work	2837	71	2.5	483	17.0
Miscellaneous	1934	244	12.6	350	18.1
Inexperienced					
Total	3216	1746	54.3	801	24.9
Professional, technical & managerial	198	92	46.5	28	14.1
Clerical & sales	989	788	79.7	248	25.1
Service	769	475	61.8	245	31.9
Farming, fishery, forestry & related	189	61	32.3	28	14.8
Processing	122	53	43.4	14	11.5
Machine trades	79	1	1.3	21	26.6
Bench work	10	6	60.0	2	20.0
Structural work	291	19	6.5	61	21.0
Miscellaneous	561	251	44.7	154	27.5

NOTE: The figures shown here include an undetermined amount of duplication because many applicants are listed under more than one occupational group.

Source: Research and Analysis Section, Alaska Department of Labor.